



1937  
23rd SESSION  
IV and V

# **REPORTS IV and V**

(Appendix)

## **International Labour Conference**

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TWENTY-THIRD SESSION  
GENEVA, 1937

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### **Reduction of Hours of Work in Printing and Kindred Trades**

### **Reduction of Hours of Work in the Chemical Industry**

Items IV and V on the Agenda

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Appendix: Principal Statutory Provisions  
limiting Hours of Work in Industry



GENEVA  
INTERNATIONAL LABOUR OFFICE

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1937

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GENÈVE, SWITZERLAND

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(Appendix)

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GENEVA  
INTERNATIONAL LABOUR OFFICE

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1937

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## PRINCIPAL STATUTORY PROVISIONS LIMITING HOURS OF WORK IN INDUSTRY

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This Appendix completes the two Reports on the reduction of hours of work in printing and kindred trades and in the chemical industry by summarising the provisions of the general laws relating to hours of work which apply to all industries alike

In view of the large number of laws in operation, it has been considered necessary to present the subject-matter in as simple a form as possible and for this reason the various legislative provisions have been set out in tables

The first table shows for each country the scope of application of the law as defined in each enactment, the normal limits of hours of work per week and, wherever indicated, the special provisions concerning a different distribution of working hours, the hours of work in continuous processes carried on over the seven days of the week, and the possibilities of making up lost time in certain specified circumstances

The other tables show the various exceptions allowed to the normal limits, the nature of the exception, its duration and the increased rate of remuneration prescribed for such overtime

Having regard to the large number of exceptions allowed, these have been grouped under two main headings 1 Exceptions for unspecified reasons, 2 Exceptions for specified reasons The latter group falls into two subdivisions, viz (a) permanent exceptions, almost invariably allowed for preparatory or complementary work which must necessarily be performed outside the normal working hours of the undertaking or for certain categories of employees whose work is essentially intermittent, and the special systems allowed in certain countries in respect of seasonal industries, (b) temporary exceptions, provided in order to meet the following special cases accidents, actual or threatened, urgent repairs to be done to machinery or plant, to prevent the deterioration of perishable raw materials, technical reasons, cases of *force majeure*, to avoid serious interference with the work of

the undertaking, general economic reasons, exceptional pressure of work, and, finally, for reasons connected with the public or national interest

As the terminology employed varies from one country to another, an exception explicitly mentioned in one law may be covered by a more general term in another. The only means of comparing the various possibilities of exception is therefore to enumerate them country by country. To facilitate this comparison the detailed tables on exceptions are preceded by a general survey (p. 33)

In some countries, for example in Great Britain (women and young persons) and in Italy, the statutory limitation of working hours is no longer representative of present conditions. It has therefore been considered necessary to give, in the notes to the table, some indication of the system of regulation of hours of work actually in operation

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PROVISIONS CONCERNING NORMAL HOURS  
OF WORK



**Table I — Provisions concerning**

Country and date of legislation <sup>1</sup>	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
<b>ARGENTINA</b> A 12 9 29 (L S, Arg 1) D 11 3 30 (L S, Arg 1) D 16 1 33 (L S, Arg 1)	Persons employed on account of another in any public or private undertaking, even if not carried on for profit	Persons employed in agriculture, stock-raising and domestic work, undertakings in which only members of the family of the head, owner, occupier, manager, director or principal person in charge of the undertaking are employed
<b>AUSTRALIA</b> New South Wales A 2 12 32 (L S, Austral 5)  Queensland A 6 1 33 (L S, Austral 1)  Tasmania A 13 1 11 (B B, 1913, p 395)  Western Australia A 31 12 20  South Australia A 9 12 20 (L S, 1926, Austral 1, App A)  Victoria A 12 2 29 (L S, Austral 13)	Including Industry  Including Industry  Factories, including handicrafts, in which 4 or more persons, including the occupier, are employed  Factories, including handicrafts, in which at least 4 persons are employed Factories (women and young persons)  Factories occupying 4 persons or more (women and young persons)	—  —  Persons employed in agriculture, mines, and in the building industry  Persons employed in agriculture, mines and in the building industry  —
<b>AUSTRIA</b> A 17 12 19 (L S, 1920, Aus 12-15) A 16 5 33 (L S, Aus 5)	Wage-earning and salaried employees in undertakings subject to the provisions of the Industrial Code	Employees holding positions of supervision or management or employed in a confidential capacity
<b>BELGIUM</b> A 14 6 21 (L S, Bel 1)  A 9 7 36 (L S, Bel 11) (c)	Mines, quarries, industries in which goods are manufactured or transformed, building, public works, private works executed by civil engineers ( <i>g�nie civil</i> ), gas and waterworks, generation, transformation and transmission of electricity and motive power, ship-building, etc., transport by land, loading, unloading and handling of goods at ports, quays, warehouses and stations, dairies and cheese factories  Workers employed in dangerous, unhealthy or exhausting occupations	Undertakings in which only the members of a family are employed under the authority of a parent or guardian, provided that such undertakings have not been classified as dangerous, unhealthy and noxious and that steam boilers or mechanical power are not used Persons holding positions of management or trust, commercial travellers, home workers  —

<sup>1</sup> In these tables and those that follow, the following abbreviations have been used: A for Act, D for Decree, RD for Royal Decree, LD for Legislative Decree, O for Order, N for Notification.



Table I — Provisions concerning

Country and date of legislation	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
<b>BOLIVIA</b> A 21 11 24 (L S, Bol 2) A 8 1 25 (L S, Bol 1) D 16 3 25 (L S, Bol 1)	Salaried employees in industry, or in mines and State or private railway undertakings, whether under construction or actually working	Salaried employees in the service of the State, a municipality, a department or a territory (railways excepted), salaried employees who perform their work from their own homes, salaried employees whose work is not continuous, salaried employees of railway undertakings who do not work in the departmental management offices, except in case of an agreement to the contrary, salaried employees protected by other laws
<b>BRAZIL</b> D 4 5 32 (L S, Braz 3)	Workers occupied in industrial undertakings of any kind	Persons who perform technical work of a specialised character or who hold positions of management, supervision, inspection or trust, persons belonging to one and the same family engaged in manual work
<b>BULGARIA</b> R D 24 6 19 A 25 6 32 (L S, Bulg 3) L D 1 9 35 (L S, Bulg 6)	Industrial undertakings, handicrafts, transport, building	Undertakings in which only members of the family of the occupier are engaged in home work unless such work has been classified as dangerous and unhealthy
<b>CANADA (e)</b> Dominion of A 5 7 35 (L S, Can 11)	Persons occupied in industrial undertakings	Persons holding positions of supervision or management, or employed in a confidential capacity, undertakings in which only members of the same family are employed
<b>CHILE</b> L D 13 5 31 (L S, Chile 1) A 8 2 34 (L S, Chile 1)	Workers occupied in industrial undertakings  Employees in industrial undertakings	Persons holding positions of supervision, management or trust, such as stewards, foremen, hall porters, etc —
<b>CHINA (f)</b> A 30 12 32 (L S, Chin 2)	Factories occupying normally 30 workers or more	—
<b>COLOMBIA</b> D 26 1 31 (L S, Col 1)	Wage-earning and salaried employees in mines, industrial undertakings (factories and workshops), construction, transport	Persons holding positions of supervision, management or trust Agricultural and domestic workers
<b>COSTA RICA</b> D 16 8 20 (L S, C R 1) D 14 8 29 (L S, C R 1)	Workers in factories, workshops and similar undertakings	—

Normal Hours of Work (continued)

Normal hours of work		Distribution over a different period	Average weekly working hours in continuous processes	Making of lost
per day	per week			
8	—	—	—	—
8 7 at night	38 (a)	Possibility of a different distribution subject to a daily maximum of 10 hours	—	—
8 6 (dangerous and unhealthy industries and at night)	48	—	3 shifts of 8 hours each or 12 hours a week	—
8	48	3 weeks for shift workers. By agreement where normal limits are recognized as inapplicable, provided the average number of hours of work per week over the period covered by the agreement does not exceed 48.	24	By agreement where normal limits are recognized as inapplicable, provided the average number of hours of work per week over the period covered by the agreement does not exceed 48.

Table I. — Provisions concerning

Country and date of legislation	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
<b>CUBA</b> D 19 9 33, D 19 10 33, D 11 11 33, D 2 12 33 (S L, Cub 4)	Wage-earning and salaried employees in factories, workshops, building yards of any kind, mines, and transport undertakings	Persons employed in agriculture, stock raising, personal domestic service, taxi and cab drivers
<b>CZECHOSLOVAKIA</b> A 19 12 18 (g) (B B, 1919, p 26)	Wage-earning and salaried employees in undertakings subject to the Industrial Code or carried on as factories and in all undertakings, works and institutions carried on by the State, by public or private associations, funds, societies and companies of a profit-making, public utility or charitable nature, mines, in agriculture and forestry for such persons as live outside the household of the employer and receive daily, weekly or monthly wages	Persons engaged in home work, unless it is in continuation of work done at a workplace
<b>DENMARK</b> A 12 2 19 (B B, 1919, p 40)	Workers occupied in continuous processes	—
<b>DOMINICAN REPUBLIC</b> A 21 6 35 (L S, Dom 1)	Wage-earning and salaried employees, occupied in industrial undertakings	Persons holding positions of supervision or management or employed in a confidential capacity. Persons employed in domestic service or in agricultural and rural work, or in small-scale undertakings situated in rural districts
<b>ECUADOR</b> A 6 10 28 (L S, Ec 2) D 13 11 34 (L S Ec 2)	Wage-earning and salaried employees in industrial undertakings	Persons engaged in domestic service and homework, persons in positions of trust management or supervision
<b>EGYPT</b> L-D 5 2 35 (L S Eg 1) O 6 2 36	Workers occupied in certain dangerous and unhealthy industries	—
<b>ESTONIA</b> A 10 7 31 (L S, Est 5)	Wage-earning and salaried employees occupied in mines, quarries and other works for the extraction of minerals from the earth, industrial undertakings of any kind including transport undertakings	The employer and his dependants, directors managers, persons responsible for managing or supervising work, homeworkers and persons employed on work of an irregular character, watchmen, members of fire brigades and doorkeepers
<b>FINLAND</b> A 27 11 17 A 14 8 18 (B B, 1918, p 36)	Wage-earning and salaried employees in industry	Members of the family of the occupier of the undertaking

16 Normal Hours of Work (*continued*)

Normal hours of work		Distribution over a different period	Average weekly working hours in continuous processes	Making up of lost time
per day	per week			
8	48	The daily limit may be extended subject to the observance of the 48-hour week	8 per shift 208 per month in public services where continuous work is necessary	—
8	48	4 weeks in certain industries	48 hours Work in excess of this figure for relief of shifts paid for at overtime rates	—
—	—	—	8 hours per shift 160 hours in consecutive weeks	—
8	48	—	Shifts of 8 hour work may be prolonged by not more than 1 hour for the purpose of relieving the shift	—

Table I. — Provisions concerning

Country and date of legislation °	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
FRANCE A 23 4 19 (B B, 1919, p 48)	Wage-earning and salaried employees in industrial and commercial undertakings or in their dependencies, whatever their nature, whether public or private, secular or religious, even where they serve the purposes of trade instruction or are of a philanthropic nature	Members of one and the same family employed under the authority of the father, mother or guardian
A 21 6 36 (L S, Fr 8) (h)	Wage-earning and salaried employees in industrial, commercial, handicraft or co-operative undertakings or in their dependencies, whatever their nature, whether public or private, secular or religious, even where they serve the purposes of trade instruction or are of a philanthropic nature, including public curative establishments and lunatic asylums	—
GERMANY O 26 7 34 (L S, Ger 13)	(a) Workers in industrial and transport undertakings (excluding maritime and aerial transport), mines, and in industrial undertakings subsidiary to agriculture, (b) office and technical employees in establishments and administrative offices of any kind even if they are not carried on for profit	(a) General managers and officially recognised representatives of an undertaking, employees holding positions of management (with at least 20 employees or 50 workers under their orders) or whose annual salary exceeds the maximum prescribed for obligatory insurance, (b) employees in agriculture and forestry and industrial undertakings subsidiary thereto
GREAT BRITAIN (j)	—	—
GREECE D 27 6 32 (L S, Gr 2)	Wage-earning and salaried employees in industrial undertakings	—
GUATEMALA A 20 4 26 (L S, Gua 1)	Wage-earning and salaried employees in industrial and commercial undertakings	—
HAITI A 10 8 34 A 5 9 34 (L S, Haiti 1)	Wage-earning and salaried employees in industry	—
HONDURAS, Constitution of D 10 9 24	Wage-earning and salaried employees in industry	—
HUNGARY (k) O 26 6 25 (L S, Hung 3)	—	—

Normal Hours of Work (continued)

Normal hours of work		Distribution over a different period	Average weekly working hours in continuous processes	Making up of lost time
per day	per week			
8	48	Possibility of distribution over a period other than a week	48 to 56	In case of a general stoppage of work due to accident, force may be statutory and local public holidays, etc. This facility has been suspended in a number of instances in respect of a temporary stoppage of work. In most cases, an extension of credit has been available to certain restrictions.
—	40	—	—	The Department of Labour has published the making up of lost time in case of a general stoppage of work due to accident, etc. The normal working week is 48 hours, but in case of a general stoppage of work due to accident, etc. and in case of a general stoppage of work due to accident, etc.



Table I. — Provisions concerning

Country and date of legislation	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
<b>INDIA</b> A 20 8 34 (L S, Ind 2)	Workers in factories occupying 20 workers or more	—
<b>IRAQ (1)</b> A. 25 4 36 (L S, Iraq 2)	—	—
<b>IRISH FREE STATE</b> A 14 2 36 (L S, I F S 1)	Workers in industrial undertakings with the exception of the mining and transport industries	Persons occupied in agriculture and commerce, domestic workers Certain forms of industrial work may be excluded, by order, from all or any of the provisions concerning hours of work.
<b>ITALY (m)</b> L D 15 3 23 (L S, It 1) D 10 9 23 and 6 12 23 (L S, It 7)	Wage-earning and salaried employees in industrial and commercial undertakings of all kinds including establishments for technical education and those of a philanthropic character, in offices, on public works, in hospitals and in all places where work is performed for a salary or wages on account of another or under the direct control of another	Persons engaged in domestic work, the managing staff of undertakings, and commercial travellers, persons engaged in certain occupations requiring only intermittent work or mere being in attendance or watching
<b>JAPAN</b> A 29 3 23 (L S, Jap 1)	Women and children in factories occupying 10 workers or more	—
<b>LATVIA</b> A 24 3 22 (L S, Lat 1) as amended up to 1936	Workers in all private, municipal, public and State undertakings and establishments, including tramway and motor omnibus employees, and workshop employees and wage-earning employees in the communication services engaged in manual work	Agricultural workers, persons employed on board vessels, domestic workers, persons employed in hospitals and certain classes of employees in the communication services Persons responsible for the direction or supervision of work or holding positions of trust
<b>LITHUANIA</b> A 30 11 19 (L S, 1920, Lith 2) A 24 31 (L S, Lith 2)	Workers in factories and other workplaces	Persons occupied in agriculture and forestry in which hours of work are regulated by special Orders, and in those departments of transport undertakings in which workers are sent out to work (railways, steamers, boats)
<b>LUXEMBURG</b> O 30 3 32 (L S Lux 1) O 6 1 33 (L S Lux 1)	Wage-earning and salaried employees in any public or private industrial undertaking or in any branch thereof	Persons holding positions of supervision or management and persons employed in a confidential capacity Undertakings in which only members of the same family are employed Agricultural and commercial undertakings

# Normal Hours of Work (continued)

Normal hours of work		Distribution over a different period	Average weekly working hours in continuous processes	Making up of lost time
per day	per week			
10 Seasonal Industries	54	—	56	—
—	—	—	—	—
9 (young persons)	48	1 week in case of shift work	Maximum of 56 hours	—
8	48	Distribution over a period longer than 1 week in certain cases, provided the average duration of work during a specified period shall not exceed the limits fixed by Royal Decree	56 for one week in a period of 3 weeks with an average of 48 a week	In the event of stoppages of work due to unforeseen causes beyond the control of the worker or employer, or due to force majeure and to interruptions of the normal time-table agreed upon between employers and employees. Prolongation not to exceed 1 hour a day
11 hours per day including a rest period of 1 hour	—	—	—	—
8 (6 on Saturdays)	—	—	No worker may be employed on night work for more than 48 hours in any period of 3 weeks	—
8	48	—	—	In cases of temporary necessity in any department of an undertaking because the work therein has been interrupted or completely stopped owing to unforeseen circumstances thereby hindering the work in other departments of the undertaking
8	48	3 weeks in the case of shift work and over a longer period in exceptional cases where it is recognised that the normal limits are inapplicable, subject to agreement between employers' and workers' organisations concerned	56	—

Table I. — Provisions concerning

Country and date of legislation *	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
<b>MEXICO</b> A. 18 8 31 (L S., Mex. 1)	Wage-earning and salaried employees in industrial establishments	Persons engaged in domestic service with the exception of those employed in hotels, inns, hospitals and other similar commercial undertakings
<b>NETHERLANDS</b> D. 17 2 30 (L.S., Neth. 2) D. 16 10 26 (L.S., Neth. 2)	Workers in industrial undertakings	Workers occupied in agriculture, horticulture, forestry or cattle-keeping, in mines, the head or manager of an undertaking and his wife
<b>NEW ZEALAND</b> A. 6 2 22 (Public Acts of New Zealand, 1908-1931, Vol. 3, p. 197) A. 8 6 35 (L S., N Z 2).	Factories	—
<b>NORWAY</b> A. 1 6 35 (L S., Nor. 1)	Every industrial undertaking which employs workers or in which mechanically-driven machinery of more than 1 H.P. is used.	Seamen, persons engaged in whaling, sealing and fishing, including operations connected with the catch on board the vessel, persons employed in air navigation, persons employed in horticulture, pastoral farming and agriculture, including forestry work connected therewith, persons employed in public administrative departments Persons holding positions of management, supervision or trust, commercial travellers and agents, persons occupied in felling and measuring timber and the floating thereof on waterways otherwise than at the permanent sorting places where the work is carried out wholly or in part by machinery, persons occupied in salvage work, divers, persons employed in theatres and hotels and restaurants, teachers

\* A working day which includes periods of day work and night work shall be deemed to be a mixed day. If it includes more of night work, it shall be deemed to be night work.

Normal Hours of Work (continued)

Normal hours of work		Distribution over a different period	Average weekly working hours in continuous processes	Making up of lost time
per day	per week			
8 7 at night), 7½ (mixed working day), 6 (young persons from 12-16 years of age)	48	Over a longer period by agreement	—	—
8½	48	3 weeks in the case of shift work. By agreement between employers' and workers' organisations, distribution over the year subject to a maximum of 11 hours a day, 62 hours a week and 2,500 hours a year for adult men	According to the nature of the work performed 48 hours (144 hours in 3 consecutive weeks or 162 hours in 3 consecutive weeks), 52 hours (156 hours in 3 consecutive weeks), or 56 hours (168 hours in 3 consecutive weeks)	—
8	50 (n)	—	—	—

Table I. — Provisions concerning

Country and date of legislation	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
<b>PANAMA</b> A. 29 10 14 (B.B., 1916, p. 24) A. 28 12 32 (L S., Pan 2)	Wage-earning and salaried employees in factories or workshops, even if the remuneration for the services is paid in the form of a share in the profits, dividend or commission	—
<b>PERU (o)</b>	—	—
<b>PHILIPPINE ISLANDS</b> A 9 12 33 A 26 8 35 (L S., Phil 1)	Workers occupied on work requiring great physical effort, or who work under dangerous or unhealthy conditions	—
<b>POLAND</b> N 25 10 33 (L S., Pol 1)	Wage-earning and salaried employees in industrial and commercial undertakings, mines, communication and transport undertakings and other industrial undertakings of whatever kind, whether public or private	—
<b>PORTUGAL</b> L D 24 8 34 (L S., Port 5)	Wage-earning and salaried employees in industrial and commercial undertakings, including municipal transport undertakings	Members of the family of the occupier in small undertakings of a distinctly family character. Persons holding positions of management, supervision or trust
<b>RUMANIA</b> A. 9 4 28 (L S., Rum 1) R 30 1 29 (L S., Rum 1) R D 10 10 32, R D 19 12 32 (L S., Rum 6)	Workers in industrial undertakings of every kind and in the branches, sections, departments or dependencies thereof, including transport undertakings	Undertakings in which only members of the same family are employed, seamen and boatmen employed in transport by sea or on inland waterways, home-workers, persons holding positions of management, supervision or trust
<b>SALVADOR</b> A. 13 6 28 (L S., Sal 1)	Wage-earning and salaried employees in industrial and commercial undertakings, including railways, tramways and other transport undertakings	—
<b>SOUTH AFRICA</b> A 5 6 31 (L S., SA 2)	Factories	—
<b>SPAIN</b> D 1 7 31 (L S., Sp 9)	Wage-earning and salaried employees in industrial undertakings, occupations and paid work of all kinds carried on under the direction or supervision of another on account of the State a province or a municipality, either directly or under a concession or contract, or on account of a private undertaking	Directors, managers and other high officials, domestic servants, porters of private houses and all persons who perform similar duties and who live in the building under their care, field watchers and other persons engaged in similar work of an occasional nature and of short duration

# Normal Hours of Work (continued)

Normal hours of work		Distribution over a period of	Average weekly working hours in continuous process	Making up of lost time
5	—	—	—	—
—	—	—	—	—
—	—	—	—	Time lost due to suspension of work on holidays, or for any other reasons, because of <i>force majeure</i> , bad weather, interruption of motive power or shortage of raw material may be recuperated during the days preceding or following the stoppage of work.
5	48	—	56	Time lost in any week may be made up during the following three weeks. Maximum daily working hours 9, 192 over a period of 4 weeks.
8	—	—	8 per shift	—
8	48	2 weeks in the case of shift work, or any other period if the limits fixed are deemed to be inapplicable	56	—
8	—	—	—	—
8	48	Over period other than 1 week	—	—
8	—	Distribution over the week by agreement between employers and workers. Maximum daily limit 9 hours	—	Time lost due to suspension of work on festivals other than Sunday. Maximum weekly limit 50 hrs. Time lost for reasons beyond the employer's control, <i>force majeure</i> , etc. 1 hour a day. Any time worked in excess of 52 hours a week to be paid for as overtime.

Table I — Provisions concerning

Country and date of legislation <sup>a</sup>	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
<b>SWEDEN</b> A 16 5 30 (S L, Swe 1)	Workers occupied in undertakings whether industrial or not, including building of houses, road construction, hydraulic engineering, drainage and any other similar special undertaking, occupying ordinarily more than 4 workers	Homeworkers, workers employed on work of so irregular a nature that it cannot be brought within fixed hours, forestry, including charcoal burning, timber-floating, agriculture, gardening, care of animals, turf cutting, traffic staff of railways, doorkeepers. Members of the employer's family, foremen and other persons employed in a position of authority
<b>SWITZERLAND (p)</b> A. 27 6 19 (B.B., 1919, p 205) O 3 10 19 (B B., 1919, p 215) D 7 9 23 (L S, Switz 3)	Workers occupied in industrial undertakings in which 6 or more workers are employed with the use of mechanical power, or in which mechanical power is not used, but in which 6 or more workers, including at least one young person, are employed, or in which mechanical power is not used and young persons are not employed, but 11 or more adult workers are occupied, or in which fewer workers than those specified above are employed, but in which there is special danger to the life or health of the workers or which are unmistakably of the nature of factories as regards the manner in which their work is carried on	Workers employed exclusively in their homes, persons employed exclusively in cleaning operations outside the working hours of the factory, persons to whom the owner has assigned an important function in the conduct of the undertaking or an agency outside the premises, staff of the commercial and technical offices
<b>Basle-Town</b> A 8 4 20 (L S, Switz 2-3) A 3 7 30 (L S, Switz 9)	Workers in any kind of employment, whether public or private, including domestic service and home work  Employees, assistants, workers, apprentices, probationers and voluntary workers of all kinds in private undertakings and institutions Drivers of motor lorries Caretakers in public and private buildings, drivers of taxi-cabs and cabs, messengers, homeworkers	Employments in which hours of work are regulated by Federal laws. Directors and heads of departments of public administrations, institutions and undertakings. Persons engaged in the management of joint-stock companies, societies and clubs (members of the administrative body or board of management and directors), agents and authorised representatives who actually manage undertakings or take part in the management thereof, certain non-industrial professions
<b>Glarus</b> A 6 5 23 (L S, Switz 4)	All undertakings not covered by the Federal Factory Act, or the Federal Act respecting hours of work on railways, etc., employing at least one wage-earning or salaried employee or apprentice	Agriculture, carting and motor transport





Table I. — Provisions concerning

Country and date of legislation	Scope of application	
	Persons or undertakings included	Persons or undertakings excluded
<b>TURKEY</b> Labour Act, 8 6 36 (L S, Tur 1)	Workers occupied in industrial undertakings in which the nature of the work requires, as a rule, the daily employment of at least six workers	Persons employed in home work performed by the members of the family and by near relatives assembled together, without the assistance of any outside persons
<b>URUGUAY</b> A 17 11 15 (B B, 1916, p 29) D 15 5 35 (L S, Ur 1)	Workers in factories, workshops, dockyards, quarries, works of construction, earthworks, on work at ports, or on riversides and rivers, employees or assistants occupied in industrial and commercial establishments, drivers, guards and other persons employed on railways and tramways, riverside carriers and, in general, all persons engaged in work of the same kind as that of the workers and employees designated above	Agricultural work, domestic service, heads and managers of industrial undertakings, technical heads of public supply services, members of the employers' family, station masters, masters of vessels, etc., persons sharing in the profits of the undertaking or earning not less than 3,000 pesos a year
<b>UNITED STATES OF AMERICA (r)</b>	—	—
<b>U.S.S.R (s)</b> O 2 1 29, O 22 2 29 (L S Russ 3)	All productive undertakings in industry, transport, communications and communal economic activities, whether State, public or private	—
<b>VENEZUELA (t)</b> A 16 7 36 (L S, Ven 2)	Undertakings, businesses, and establishments of any kind, whether public or private such as, industrial, mining, agricultural and stock-raising undertakings and commercial establishments	Persons holding positions of management, supervision or trust
<b>YUGOSLAVIA</b> A 28 2 22 (L S, SCS 1) O 16 4 29 (L S, SCS 1)	All undertakings carrying on handicrafts, industry, commerce, transport, mining and similar activities, whether private or public, permanent or temporary, whether they are principal undertakings or subsidiary businesses carried on in connection with other undertakings or whether they are carried on as entirely independent undertakings or form parts of undertakings in agriculture or forestry	Undertakings in which only members of one and the same family are employed Persons to whom duties of a relatively high grade are entrusted (managers, bookkeepers, cashiers engineers, etc)

# Normal Hours of Work (concluded)

Normal hours of work		Distribution over a different period	Average weekly working hours in continuous processes	Making up of lost time
per day	per week			
8 or 9	48 (g)	In special cases a different distribution of working hours may be authorised by order over a period other than a week, provided the average weekly hours over the period so fixed do not exceed the limits laid down by the law	To be fixed by order	—
8	48	Undertakings which have introduced the 5½ day week may work not more than 9 hours a day for five days and 3 hours on the sixth	—	—
—	—	—	—	—
7	—	—	7 per shift (In continuous industries in which for technical reasons the introduction of a single daily 7-hour shift is impossible, a different arrangement of work may be introduced by agreement subject to the consent of the labour authorities and provided the average duration of the normal daily hours of work shall not exceed 7 hours)	—

## NOTES TO TABLE I

(a) In *New South Wales* it is the duty of the Industrial Commission to fix the standard working week under the Industrial Arbitration (Amendment) Act, 1932. This Commission intimated in June 1933 that it was in favour of the 44-hour week and that it proposed to make a declaration to that effect at a later date. The 44-hour week is at present in operation in New South Wales.

(b) In *Belgium* a compensatory rest period of not less than 26 full days per year must be given. The King may authorise the average to be calculated on some basis other than three weeks.

(c) In *Belgium*, the Act of 9 July 1936 provides that the Government may, by Order in Council, gradually reduce the hours of actual work of workers in dangerous, unhealthy or exhausting occupations to 40 in the week. Any Order issued in pursuance of this authorisation will specify

- (a) the stages by which the gradual reduction of actual working hours is to be carried out,
- (b) the classes of non-manual workers to be regarded as workers for the purposes of the Act,
- (c) the necessary exemptions and methods of application.

The Government will previously consult

- (1) the joint boards or the most representative organisations of employers and workers concerned,
- (2) the Superior Council of Labour and Social Welfare, and, if necessary, the Superior Council of Public Health.

The bodies and organisations consulted in pursuance of these provisions must give their views within two months.

In all branches of production the decreases in actual working hours approved by the joint Boards may be made compulsory for all concerned by Order in Council.

Under these provisions a Royal Order was issued on 25 January 1937, reducing the working week for underground workers in coal mines to 45 hours.

(d) In *Brazil* the 48 hours may be distributed in a different way provided that the daily hours of work do not exceed 10.

Normal hours of work may be increased to 10 per day and 60 per week if the employers and workers have so agreed, or if this is stipulated by collective agreements, subject to increased rates of pay, but this does not apply to unhealthy industries or underground work, where hours of work may not exceed 8 per day.

(e) In *Canada*, the Federal Act came into operation three months after the date on which it was assented to. The question of the constitutionality of this legislation came under consideration by the Supreme Court of Canada, which divided equally upon the subject, an appeal from its opinion was brought before the Judicial Committee of the Privy Council, which declared on 28 January 1937 that the Act was unconstitutional.

In most of the provinces, hours of work are subject to provincial laws, the majority of which apply only to women and young persons.

(f) In *China* on 30 December 1929, the Legislative Assembly adopted a Factory Act which was promulgated by the National Government and codified on 30 December 1932. Section 8 of the Act limits the normal daily hours of work of adult workers to 8, but lays down that hours of work may be raised to 10 when this is necessary, to meet special local conditions, or on account of the nature of the work. Further, in cases of *force majeure*,

unforeseen emergencies or seasonal variations, hours of work may be prolonged, provided that they do not exceed 12 per day, and that the amount of additional work done does not exceed 16 hours per month

(g) In *Czechoslovakia* an agreement of principle, which, like the measures adopted in the United States of America and Italy, aims at restoring the unemployed to employment, was signed on 22 June 1934 by the Czechoslovak Employers' Federation and the following workers' organisations: the Czechoslovak Federation of Trade Unions, the Czechoslovak Federation of Labour, the Federation of German Trade Unions in Czechoslovakia, and the General Council of Christian Trade Unions

It was agreed that a maximum week of 40 or 42 hours should be worked so far as economically and technically possible, that a 32-hour week should be the minimum and that new workers should be engaged. Special arrangements were to be made for continuous process undertakings and undertakings in which work is organised in shifts. Hourly wage rates were not to be altered, so that weekly earnings would fall in a cordance with the reduction in hours. Overtime should be limited to what was strictly necessary.

The agreement stipulated that the signatory organisations should take concerted action with regard to the engagement of additional labour, and negotiations with this object in view were entered into between the employers and workers' representatives in the following industries: food trades, printing and bookbinding, wood, brewing, metal industry, textile industry, transport, glassworks. No final agreement was, however, reached at the time, as the workers were opposed to any reduction in their weekly earnings.

Since then the employers' and workers' organisations in the glass-bottle, brewing, leaven, and distilling industries concluded, under the auspices of the Government, agreements instituting the 40-42 hour week and regulating the application of the provisions relating to night work and to weekly rest.

Moreover, the Minister of Labour has prepared a draft Bill for the introduction of the 40-hour week in factories and in the building industry in undertakings occupying at least ten workers.

(h) In *France*, the Act of 21 June 1936 provides that the effective working time of wage-earning and salaried employees of either sex and of any age shall not exceed 40 hours a week in industrial, commercial, handicraft or co-operative undertakings or in dependencies of any kind connected with them, whatever their nature, whether public or private, secular or religious, even where they serve the purpose of trade instruction or are of a philanthropic nature, including public curative establishments and lunatic asylums.

In underground mines, the hours of presence in the mine for each worker shall not exceed 38 hours and 40 minutes a week.

Public administrative regulations issued by the Council of Ministers, after consultation with the competent trade section or sections of the National Economic Council, shall determine for a given trade, industry or class of occupation, for the whole of the country or for a single district, the conditions under which the above provisions shall be applied. These Decrees shall be drawn up either on official initiative or upon the demand of one or more organisations of employers or workers concerned. In either case the employers' and workers' organisations concerned must be consulted and they must give their opinion within a month. Revisions of the Decrees shall be carried out in the same manner. The Decrees must take into consideration agreements concluded between the employers' and workers' organisations concerned, where such agreements exist.

The public administrative regulations issued in execution of the Act of 23 April 1919 remain applicable until the date of entry into operation of the decrees provided for above.

By 1 April 1937, Decrees fixing the methods of applying the Act of 21 June 1936 had been issued for the following industries: mining, slate quarries, metallurgy and metal working, building, public works, and manufacture of building materials, textile industries, printing and kindred trades, glassworks.

of all kinds, hides and leather industry, clothing industry, slaughtering, preparation of cooked meats, meat packing, preparation of edible fats, wood industries; paper industries, main railway systems, loading and unloading of goods in ports whether accessible or not to ocean-going vessels

(i) In *Germany*, the Order of 26 July 1934 concerning hours of work allows hours to be prolonged beyond the normal limit by means of collective rules, provided that the daily maximum of 10 hours is not exceeded

(j) In *Great Britain*, the hours of work of adult males are not limited by law, except in the mining industry, in certain dangerous or unhealthy industries or processes and in necessarily continuous operations in automatic sheet-glass works. Hours of work of women and young persons are regulated by the Factory and Workshop Acts of 1901 and 1907 and by the Employment of Women, Young Persons and Children Act of 1920, as amended by the Act of 14 July 1936, and in mines by mining legislation

The above-mentioned Act of 14 July 1936 authorises the employment of women and young persons of the age of 16 years and upwards on a system of shifts between the hours of six in the morning and ten in the evening (six in the morning and two in the afternoon on Saturday), provided that the hours of work of each shift shall not exceed an average of 8 hours per day. Provided that where the work or process for which the system of shifts is authorised is not carried on on more than five days in each week, the system may be such that the hours exceed the said average per day but so that the hours are not more than ten in any day and in the aggregate exceed neither 48 hours in any week nor 88 hours in any two consecutive weeks

Since 1919, the system of collective agreements has developed so much that such agreements have practically replaced the provisions of the Factory and Workshop Acts relating to hours of work. Nearly all the agreements prescribe a normal working week of not more than 48 hours. In a letter which the Secretary to the Ministry of Labour addressed to the Secretary of the Cabinet as early as 22 July 1921, it was shown that the collective agreements and the Coal Mines Acts laid down a normal working week of not more than 48 hours and covered 10 to 12 million workers in the United Kingdom, i.e. about 70 to 80 per cent of the total employed population, and practically all those persons employed in industrial undertakings, including engineering, ship-building, mines, railways, docks, the textile industry and the building industry. Moreover, a week of about 48 hours is normally worked in many cases not covered by actual agreements. In these circumstances it has not been thought necessary in table II to deal with the special exceptions as to the maximum legal hours for women and young persons as to which there are various detailed provisions in the Factory and Workshop Acts

(k) In *Hungary* the Order of 26 June 1935 grants temporary powers to fix hours of work and minimum wages in specified branches of industry. In pursuance of this Order hours of work have been limited to 8 per day and 48 per week in the wood-working, upholstery, multigraph, boot and shoe, and textile industries.

(l) In *Iraq*, the Act of 25 April 1936 provides that the Council of Ministers may fix the hours of labour in industrial undertakings, provided that such limitation shall not deprive the worker of the right to work in other than the fixed hours of labour against additional remuneration, subject to the observance of the provisions relating to the nightly rest period. Such limitation shall not apply in the case of accidents or *force majeure*

Each worker employed in an industrial undertaking shall be entitled to a rest period at night of at least eleven consecutive hours including the interval between 10 p.m. and 5 a.m. A shorter rest period may be prescribed by regulations provided a compensatory rest is granted during the day

The provisions concerning hours of work may be suspended in case of accident, actual or threatened, or in cases of urgent work to be done to machinery or plant or in case of *force majeure* but only so far as may be necessary to avoid serious interference with the ordinary working of the undertaking

(m) In *Italy* an agreement with a view to reabsorbing unemployed workers in industry was signed on 11 October 1934 between the National Fascist

Confederation of Industrial Workers and the National Fascist Confederation of Manufacturers. The agreement aimed at reducing hours of work to a maximum of 40 in the week, with wages in proportion to the shorter hours, but supplemented by family allowances for workers who are fathers of families, it was intended further to abolish overtime, to restrict the employment of women and young persons in favour of men, and to abolish the employment of persons in receipt of pensions.

In view of the application of the clauses of the agreement relating to the reduction of hours of work, some sixty agreements were concluded between the national confederations of manufacturers and workers in different branches of industry.

The inter-confederal agreement together with the agreements for application in each industry were concluded and applied as an experiment and their validity was limited to the period expiring 16 April 1935. In the meantime, the Fascist Grand Council, "having noted the highly satisfactory results obtained by the enforcement of the 40-hour week in respect of the engagement of workers formerly unemployed", decided on 16 February 1935 that "with or without international agreement, the working week of 40 hours shall be placed on a permanent basis and, wherever possible, strictly enforced".

In order to give effect to this decision the National Fascist Confederation of Industrial Workers and the National Fascist Confederation of Manufacturers agreed in May 1935 that the validity of the general agreement signed by the two Confederations on 11 October 1934 as well as of the agreements for application in the different industries concluded by the national federations should be extended until the Confederations had adopted new measures.

Finally, in June 1935 a new agreement was concluded for the introduction of the 40-hour week on a permanent basis.

This agreement applies to all those workers represented by the Fascist Confederation of Workers in Industry and employed in industrial, handicraft and co-operative undertakings represented by the Fascist Confederation of Industrial Employers and by the National Fascist Confederation of the Co-operation affiliated thereto who are covered by the current legislation on hours of work.

The hours of work are fixed at 40 in the week for discontinuous work and at 42 in the week in the case of continuous processes. Whenever hours of work are averaged over several weeks the National Federations determine the number of weeks over which average hours of work are calculated.

The exceptions provided for by law remain in force unless the competent unions agree upon more favourable conditions either as regards the nature of the exceptions or as regards the number of hours by which the normal hours may be exceeded in each case. These exceptions relate to preparatory and complementary work, intermittent work, technical or seasonal requirements and cases of *force majeure*. In the case of classes of employment which do not come under the hours legislation the competent national employers' and workers' associations will examine the possibility of reducing hours of work and will draw up agreements on the subject.

Whenever the hours mentioned above are exceeded the employer must within 24 hours inform his local organisation, which will in turn inform the corresponding organisation of workers, stating the reasons for which, in the employer's opinion, the situation cannot be met by the engagement of new workers. Whenever the organisations do not consider these reasons justified they must provide for the cessation of overtime. In cases of disagreement the Corporative Inspectorate will decide. Such overtime will be paid for at the rate provided for in the collective agreements, or in the absence of any provision on the subject, in the legislation.

Any questions as to the impracticability of applying the shorter working week owing to lack of suitably qualified workers, or if the number of workers normally engaged on particular tasks in the undertaking does not permit of the application of the 40-hour week without changing the total number of hours normally worked by the group or section in question, or for technical or economic reasons, must be settled by the same procedure as that indicated above for overtime. The categories of workers whose hours cannot be reduced

for technical or economic reasons will be determined by agreements between the competent National Federations

When wages are paid weekly or for a period exceeding a week, or in cases in which daily hours of work are reduced and wages are paid by the day, they will be reduced in proportion to the reduction of hours of work

(n) In *New Zealand*, the Court of Arbitration may, by order on application by any occupier of a factory, extend the prescribed limits of working hours, if in the opinion of the Court it would be impracticable to carry on efficiently the work of the factory without the extension. Hours of work may not, however, be extended beyond 44 in any one week

(o) In *Peru* a Decree was promulgated on 6 March 1936 ratifying a certain number of international conventions, including the 1919 Convention on hours of work in industry

(p) In *Switzerland*, the 48-hour week was established by the Federal Factory Act of 27 June 1919. Under section 41, the Federal Council is authorised to allow a working week of not more than 52 hours in certain industries, when there are imperative reasons for such a measure, and in particular when, as a result of the application of the 48-hour week, an industry might be unable to compete owing to the hours of work in other countries

(q) In *Turkey*, the maximum hours of work are fixed at 8 a day in industrial undertakings authorised to remain open after 1 p.m. on Saturday and at 9 a day in undertakings which are required to close at 1 p.m.

(r) At the time the 1935 edition of the Report on Principal Statutory Provisions Limiting Hours of Work in Industry was prepared, hours of labour in the *United States* were governed mainly by the Codes of Fair Competition adopted under the National Industrial Recovery Act of 1933. These Federal Codes superseded State Regulations wherever their provisions established higher standards than those provided in State legislation. They were nationwide in their application, and they included employments not covered in all of the State laws. In contrast to the legislation in the majority of the States, the Codes applied to adult men in private employment, as well as to women and children. In general, they established<sup>1</sup> a maximum 8-hour day and a 40-hour week for industry throughout the United States.

Although the decision of the United States Supreme Court in the *Schechter* case in May 1935 invalidated the N.R.A. Codes in so far as legal sanction is concerned, the Codes have continued to influence to a considerable extent the actual hours of employment in industry in the United States. In some instances, as in the case of the Allied Cotton Garment Association, the labour provisions of the Codes have been maintained by voluntary action on the part of the industries. Officials of various branches of the textile industry, for example, recommended to their members the continuance of Code standards. The National Cotton Textile Institute reported in September 1935 that approximately 98 per cent of the industries were operating in accordance with Code provisions. In other instances, although no formal arrangement has been made, the Code limitations upon hours have been observed.

Statutory limitation upon hours of labour in the United States is represented by the legislative enactments of the several States and of the Federal Government. The National Government lays down maxima for hours of employment on public works and for certain classes of employees engaged in interstate commerce, such as railroad operating employees and telegraphists. The Federal Government, for example, has enacted legislation establishing an 8-hour day as a maximum for underground workers on leased mineral lands of the United States, a 16-hour maximum for persons engaged in or connected with the operation of trains in the District of Columbia or in interstate commerce,<sup>2</sup> a 13-hour daily maximum for telegraph operators and

<sup>1</sup> All of the codes contained certain maximum hour limitations, usually with exceptions as to maintenance and repair crews, seasonal and peak periods, salesmen, executives and outside workers. The most common limitation was 40 hours per week, with an allowance of 48 hours per week during a limited peak period.

<sup>2</sup> In continuously operated stations, the maximum is 9 hours in 24 hours.

train despatchers, an 8-hour day as a basic standard for computing wages for railroad operating employees, and has entered certain regulations affecting the hours of seamen. While there are no uniform hours of labour law for federal employees, certain standards have been fixed. In the departmental service in Washington, clerks and other employees are required to work not less than 7 hours per day with 4 hours on Saturday constituting a day. In the Government Printing Office, the Bureau of Engraving and the Navy Yard, the hours are 8 per day, with either a 5-day week or 4 hours on Saturday according to regulation of the Public Printer or Comptroller. In Federal institutions such as Government hospitals and prisons, regulations governing hours are usually established by the administrative head of the institution. A 40-hour week was established for postal employees by the 74th Congress. Under the Public Works Title of the National Industrial Recovery Act there was provision for a 30-hour weekly limit for employees on public works<sup>1</sup>, but this provision does not apply to the Works Progress Projects being carried out under the Emergency Relief Appropriation Act of 1935, according to which the President has the power to prescribe rules and regulations to carry out these projects. These rules both as to hours and wages need not be uniform, but vary to suit the locality and the project. The hours may not exceed 140 hours per month, or 8 hours per day.

Every State in the United States has legislation regulating to some extent the hours of labour of certain classes of employees in certain types of employment. The most general of these laws are the regulations limiting the working time of minors. Next in general acceptance are the laws applying to adult women. Regulation of the working hours of men in the United States has been slower in development and acceptance, and such regulations have been more subject to constitutional limitations<sup>2</sup>.

State legislation on hours of labour in the United States may be classified as follows<sup>3</sup>:

1. Laws declaring the policy of the State as to the number of hours that shall constitute a day's work in the absence of contractual agreement between the parties to the contract. As a rule, no penalty is provided in these laws. Fourteen States have such laws, nine<sup>4</sup> of which set a standard of 8 hours a day, and five<sup>4</sup> a standard of 10 hours.

2. Laws fixing a maximum number of hours for work in which men are mainly employed. These laws, as a rule, are not limited to men, but include women and minors also, unless they are otherwise provided for by law. The nature of the work covered, however, is in general such as to limit their application largely to men. These laws usually have penalty and enforcement provisions. They may be divided into several groups, as follows:

(a) Legislation limiting the hours of labour of workmen employed on public works.

In thirty-two<sup>5</sup> States and territories the hours of labour on Government work are limited by statutory regulations. An 8-hour day is established as the maximum, with provision usually made for overtime in case of emergency affecting the public welfare.

(b) Legislation for the protection of the safety and health of the general public, as, for instance, Acts covering railroad and railway operating employees (including motor-bus drivers), seamen and drug clerks.

<sup>1</sup> The wording in the Act is "so far as practicable and feasible".

<sup>2</sup> Based in part on articles in *United States Monthly Labor Review*, 1 January 1936—legal restrictions on hours of labour of men in the United States, and laws regulating hours of labour of motor-bus drivers.

<sup>3</sup> California, Illinois, Indiana, Kentucky, Missouri, New York, Ohio, South Dakota, Wisconsin.

<sup>4</sup> Florida, Maine, Michigan, New Hampshire and Rhode Island.

<sup>5</sup> Alaska, Arizona, California, Colorado, Delaware, District of Columbia, Hawaii, Illinois, Indiana, Kansas, Kentucky, Maryland, Massachusetts, Minnesota, Montana, Nevada, New Jersey, New Mexico, New York, Ohio, Oklahoma, Oregon, Pennsylvania, Porto Rico, Texas, Utah, Washington, West Virginia, Wisconsin and Wyoming. Massachusetts, Ohio and Oregon in addition establish a 56-hour weekly maximum. Nevada establishes a 56-hour weekly maximum.



Thirty-two States<sup>1</sup> have enacted laws limiting hours of labour of men employed as motor-bus drivers. In addition to these statutory laws, eleven<sup>2</sup> States have, through some regulatory agency such as the public service or some similar commission, issued rules or orders having legal effect limiting the hours of work of such employees. In most cases the law or regulation prohibits the employment of an operator of a bus or other motor vehicle for more than a certain number of consecutive hours, or limits the maximum spread when the hours of labour are not continuous. Exception is usually provided for emergency cases in which life or property may be in imminent danger.

There are fifteen States<sup>3</sup> with regulations of this nature applying to other classes of employees.

The limitation in these laws ranges from 8 hours to 16 hours as the maximum. Several States in the case of railway operating employees fix a maximum number of hours that may be worked within a given number of consecutive hours as not more than 10 hours in a period of 12 hours. In other instances, the total hours that may be worked in 24 hours is specified as not more than 14 hours in a period of 24 hours.

- (c) Legislation limiting the hours of labour of employees in obviously dangerous or unhealthful employments, as in mines, smelters, tunnels, compressed-air work, and in certain types of mills, such as saw and planing mills, cement and plaster plants. There are twenty-one States and territories<sup>4</sup> that regulate to some extent the hours of labour of men in work of this nature. With two exceptions,<sup>5</sup> an 8-hour daily maximum is established.

3 Laws fixing a maximum number of hours for all workers regardless of age or sex. There are seven States<sup>6</sup> with regulations of this nature. The employments covered vary in different States. They include laundries, canneries, cotton and woollen mills, and in some States mills, factories, workshops and manufacturing establishments. The limitation ranges from 8 to 11 hours a day. Most of the States set a 10-hour maximum. The constitutionality of such laws, in so far as they apply to adult men, has not been definitely established.

4 Laws fixing the maximum number of hours for women. With five exceptions,<sup>7</sup> all of the States have regulations covering to some extent the hours of work of adult women in certain employments. The occupations covered and the hour limitations vary widely in the different States. In general, the State laws applying to women include girls over 16 years of age except where special provisions apply to such minors between the ages of 16 and 18 years. One State<sup>8</sup> has established a 44-hour week for women in certain employments. Eleven States have a 48-hour week for specified occupations, four States set a weekly limit over 48 but under 54 hours, eighteen States set a 54-hour maximum, sixteen States have restrictions allowing over 54 hours, six of these permitting 60 hours a week, seven States have no weekly limit of hours, although they have a daily limit. Daily hours range from 8 to 12 in States setting a daily limit.<sup>9</sup> Statutory limitation on the

<sup>1</sup> Alabama, Arizona, Arkansas, California, Connecticut, Delaware, Florida, Georgia, Illinois, Indiana, Iowa, Kentucky, Maine, Massachusetts, Michigan, Minnesota, Montana, Mississippi, Nebraska, New Hampshire, New Jersey, New Mexico, New York, North Dakota, Ohio, Oregon, Rhode Island, South Dakota, Texas, Virginia, Washington, Wyoming.

<sup>2</sup> Colorado, Idaho, Kansas, Missouri, Nevada, North Carolina, Oklahoma, South Carolina, Tennessee, Utah and Wisconsin.

<sup>3</sup> Arkansas, California, Louisiana, Maryland, Massachusetts, Michigan, Missouri, Montana, New Jersey, New York, Oregon, Pennsylvania, Rhode Island, South Carolina, Washington.

<sup>4</sup> Alaska, Arizona, Arkansas, California, Colorado, Idaho, Kansas, Louisiana, Maine, Michigan, Missouri, Montana, Nevada, New Jersey, New York, Oklahoma, Oregon, Pennsylvania, Utah, Washington, Wyoming.

<sup>5</sup> Arkansas and Michigan.

<sup>6</sup> Arizona, Georgia, Maryland, Michigan, Mississippi, Oregon, South Carolina, Puerto Rico also has similar regulations.

<sup>7</sup> Alabama, Florida, Iowa, Indiana, West Virginia, have no law regulating hours for women.

<sup>8</sup> Oregon has an 8-hour day and 44-hour week for certain employments.

<sup>9</sup> Six States set no daily limit to the hours of women.

hours of adult women has been upheld by the Courts as a measure in the interest of public welfare

5. Laws fixing a maximum number of hours for certain minors All <sup>1</sup> of the States regulate to some extent the hours of labour of minors under 16 years of age in industry, <sup>2</sup> or exclude minors below that age from employment in manufacturing establishments The laws of forty-four States regulate daily or weekly hours in some occupations for girls from 16 to 17 years of age. A few of these laws apply to minors of both sexes In addition, the hour regulations for minors under 16 years are more comprehensive in their scope than those for adult women permit fewer exceptions (usually farm labour and private domestic service), and frequently establish shorter daily or weekly maximum hours, or both

These regulations are further supplemented by school attendance laws and night-work restrictions There are twenty-six States <sup>3</sup> and the District of Columbia which have established a daily maximum of 8 hours for minors under 16 in all gainful occupations Five States fix a 44-hour week for minors under 16 in industry <sup>4</sup> The laws of 32 States <sup>5</sup> establish a 48 hour week for such minors

6 Laws fixing a maximum number of hours for certain public employees as, for example, certain employees in State institutions Such regulations are on the statutes of nine States <sup>6</sup>

7. In several States, <sup>7</sup> in addition to statutory provisions the State Department which administers the labour laws has authority to issue regulations which have the force of law and which carry a penalty for non-compliance.

As illustration of the State legislation the hour laws of two States (Georgia and Massachusetts) are summarised below.

The Georgia law <sup>8</sup> applies to cotton and woollen manufacturing establishments, and covers men as well as women and children It establishes with certain exceptions a maximum 60-hour week and 10-hour day for such employees Exception is made in the case of engineers, firemen, watchmen, mechanics, teamsters, yard employees, clerical force, cleaners and repair men Overtime is permitted as follows: Not more than 10 days are allowed to make up lost time except by accident or other unavoidable circumstances Employees are permitted to work regularly more than 10 hours a day provided weekly hours are not exceeded.

The Massachusetts law <sup>9</sup> applies to women and minors It prohibits the employment of such persons under 18 years of age in a broad list of occupations for more than 48 hours in any one week or more than 9 hours in any one day. The occupations covered are factories, workshops, any manufacturing, mercantile or mechanical establishment, telegraph office or telephone exchange, express or transportation company, laundry, hotel, manicuring or hairdressing establishment, motion picture theatre or as an elevator operator or a switch-board operator in a private exchange. Exception is made in the case of persons employed in supervisory capacity or serving exclusively as personal secre-

<sup>1</sup> Montana has no hour limit for minors under 16 but prohibit the employment of such minors in industry. Georgia has a 60-hour week for minors under 16 in cotton and woollen mills only.

<sup>2</sup> In a number of States the regulation is restricted to factories.

<sup>3</sup> Alabama, Arizona, Arkansas, California, Colorado, Delaware, District of Columbia, Illinois, Indiana, Louisiana, Massachusetts, Minnesota, Missouri, Nevada, New Mexico, North Dakota, Oklahoma, Oregon, Pennsylvania, Tennessee, Texas, Utah, Virginia, Washington, West Virginia, Wisconsin, Wyoming.

<sup>4</sup> Mississippi, New Mexico, New York, Utah, Virginia.

<sup>5</sup> Alabama, Arizona, Arkansas, California, Colorado, Delaware, District of Columbia, Indiana, Iowa, Kansas, Kentucky, Louisiana, Maryland, Massachusetts, Minnesota, Missouri, Nebraska, Nevada, New Jersey, North Carolina, North Dakota, Ohio, Oklahoma, Oregon, Rhode Island, Tennessee, Vermont, Washington, West Virginia, Wisconsin, Wyoming (Illinois, Oregon, Tennessee, Vermont and Washington have an 8-hr. day and a 6-day week, which results in a 48-hour week).  
<sup>6</sup> Colorado, Massachusetts, Minnesota, Missouri, Montana, North Carolina, North Dakota, Oklahoma, South Dakota.

<sup>7</sup> Arkansas, California, Kansas, North Dakota, Oregon, Pennsylvania, Washington have issued regulations regarding hours of labour under such acts.

<sup>8</sup> Georgia Code (Mich.) 1905, p. 8, § 8, 21.

<sup>9</sup> Massachusetts General Laws 1902, c. 151, § 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 13, 14, 15, 16, 17, 18, 19, 20, 21, 22, 23, 24, 25, 26, 27, 28, 29, 30, 31, 32, 33, 34, 35, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 66, 67, 68, 69, 70, 71, 72, 73, 74, 75, 76, 77, 78, 79, 80, 81, 82, 83, 84, 85, 86, 87, 88, 89, 90, 91, 92, 93, 94, 95, 96, 97, 98, 99, 100.

taries Private domestic service and farm labour are expressly excluded from the law It should be noted that mercantile establishments, which are covered by the law, include premises used for a restaurant or for publicly providing and serving meals Overtime is permitted under certain conditions In employments determined by the Department of Labor and Industries to be seasonal, 52 hours a week are allowed if the average for the year does not exceed 48 hours a week In emergencies, overtime is allowed in public services, other than hotels, or other business requiring shifts Overtime may also be permitted to make up time lost on a previous day of the same week, due to stoppage of machinery on which the worker is dependant, provided such stoppage is not less than 30 consecutive minutes

In addition to this general law, Massachusetts has special laws regulating hours for minors under 16 years of age, for employees on public works and for certain classes of public employees, also for street railway operating employees and motor-bus operators

(s) In the *U S S R*, the manifesto of 15 October 1927, supplemented by the Order of 2 January 1929, introduced the 7-hour day in principle in industry According to the nature of the work or the activities of the undertaking the week comprises five or six days In industrial undertakings working continuously, transport and the municipal services, the week of five days is in force, each worker being entitled to one day's rest after four days' work For undertakings working in only one or two shifts, and for State departments and institutions, there is a six-day week, consisting of five working days followed by a common rest day The State departments, however, have to provide a skeleton staff on rest days, and the officials on duty are given another day's rest in exchange

(t) In *Venezuela*, the methods of application to particular industries e.g., mines, printing and kindred trades, agriculture, stock-raising, may be laid down by the executive authority either in the general regulations under the Act or by means of special regulations

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Table II. — Provisions concerning the Exceptions to Normal Hours of Work

GENERAL TABLE OF EXCEPTIONS <sup>1</sup>

Country	Excep- tions for un- specified reasons	Exceptions for specified reasons										
		Permanent exceptions		Temporary exceptions								
		Preparatory or comple- mentary work	Intermittent work	Seasonal Industries	Accidents, actual or threatened urgent repairs to machinery or plant	To prevent deterioration of perishable raw materials	Technical reasons	In cases of <i>force majeure</i>	To avoid serious interference with the work of the undertaking	Economic reasons	In cases of exceptional pressure of work	For reasons connected with public or national interest
Argentina	—	×	×	—	×	—	—	×	—	—	×	×
Australia	—	×	×	—	×	—	—	×	—	—	×	×
New South Wales	×	—	—	—	—	—	—	—	—	—	—	—
Queensland	×	—	—	—	—	—	—	—	—	—	—	—
South Australia	—	—	—	—	—	—	—	—	—	—	—	—
Tasmania	×	×	—	—	—	—	—	—	—	—	×	—
Victoria	—	—	—	—	—	—	—	—	—	—	×	—
Western Australia	—	×	×	×	—	—	—	—	—	—	×	—
Austria	—	×	×	×	×	×	×	×	×	—	×	—
Belgium 2	—	×	×	—	×	×	×	×	×	—	×	—
Bolivia	×	—	—	—	—	—	×	×	×	—	×	—
Brazil	×	—	—	—	×	×	×	×	×	—	—	—
Bulgaria	—	—	—	—	×	×	×	×	×	—	—	—
Canada Dominion	—	×	×	×	×	×	×	×	×	—	×	—
Chile	×	—	×	—	×	—	—	×	×	—	×	—
Colombia	—	×	×	—	×	—	—	×	—	—	×	—
Costa Rica	×	—	—	—	—	—	—	—	—	—	—	—
Czechoslovakia	—	×	×	—	×	—	—	—	—	—	—	×
Denmark (continuous processes)	—	—	—	×	×	×	×	×	×	—	×	×
Dominican Republic	—	—	—	—	×	×	×	×	×	—	×	×
Ecuador	×	—	—	—	×	×	×	×	×	×	—	×
Egypt	—	—	—	—	×	×	×	×	×	—	—	—
Estonia	×	×	—	—	×	×	×	×	×	—	—	—
Finland	×	—	—	×	×	×	×	×	×	—	—	—
France 3	×	—	×	—	×	×	×	×	×	—	—	—
Germany	×	×	×	—	×	×	×	×	×	—	—	—
Greece	—	—	×	—	×	×	×	×	×	—	—	—
Guatemala	—	—	×	—	×	×	×	×	×	—	×	—
Haiti	×	—	—	—	×	×	×	×	×	—	—	—
India	—	×	×	—	×	×	×	×	×	—	—	—
Irish Free State	×	—	—	—	×	×	×	×	×	—	—	—
Italy	—	×	×	—	×	×	×	×	×	—	—	—
Japan	—	—	—	×	×	×	×	×	×	—	—	—
Latvia	×	×	—	×	×	×	×	×	×	—	—	—
Lithuania	×	×	—	×	×	×	×	×	×	—	—	—
Luxemburg	—	×	×	—	×	×	×	×	×	—	—	—
Mexico	×	—	—	—	×	×	×	×	×	—	—	—
Netherlands	×	—	—	—	×	×	×	×	×	—	—	—
New Zealand	×	—	—	—	×	×	×	×	×	—	—	—
Norway	—	—	—	—	×	×	×	×	×	—	—	—
Philippine Islands	×	—	—	—	×	×	×	×	×	—	—	—
Poland	—	—	—	—	×	×	×	×	×	—	—	—
Portugal	×	—	—	—	×	×	×	×	×	—	—	—
Rumania	—	—	—	—	×	×	×	×	×	—	—	—
Salvador	×	—	—	—	×	×	×	×	×	—	—	—
South Africa	×	—	—	—	×	×	×	×	×	—	—	—
Spain	×	—	—	—	×	×	×	×	×	—	—	—
Sweden	×	—	—	—	×	×	×	×	×	—	—	—
Switzerland	×	—	—	—	×	×	×	×	×	—	—	—
Basle-Town	×	—	—	—	×	×	×	×	×	—	—	—
Glarus	—	—	—	—	×	×	×	×	×	—	—	—
Turkey	—	—	×	—	—	—	—	—	—	—	—	—
U S S R	—	—	—	—	—	—	—	—	—	—	—	—
Venezuela	×	—	—	—	—	—	—	—	—	—	—	—
Yugoslavia	×	—	—	—	—	—	—	—	—	—	—	—

<sup>1</sup> The sign × indicates the existence of the exception the sign — indicates no exception

<sup>2</sup> Exceptions under the Act of 14.6.1921

<sup>3</sup> Exceptions under the Act of 23.4.1919 The Decrees fixing the methods of applying the Act of 21 June 1936 on the 40-hour week provide for similar exceptions

(1) EXCEPTIONS FOR UNSPECIFIED REASONS

Country and date of legislation	Conditions attached to the granting of the exception	Maximum duration		Increased rate of remuneration
		of the prolongation	of the daily or weekly working hours	
AUSTRALIA New South Wales A 23 12 30  Queensland A 6 1 33  Tasmania A 13 1 11  Western Australia A 31 12 20	By award or agreement	—	—	To be fixed by the Court or the Board or by agreement 50 to 100 %
	By award or agreement	—	—	25 %
	Possibility of overtime	—	—	25 % for the first 2 hours, 50 % thereafter and on public holidays
	In exceptional circumstances	2 hours a day on 52 days a year (women and young persons)	—	100 %
BOLIVIA A 21 11 24 D 16 3 25 (salaried employees)	In special circumstances	—	—	
BRAZIL D 4 5 32	By agreement, collective or other- wise	—	10 hours a day, 60 hours a week	To be fixed by agree- ment
CHILE L D 13 5 31	By agreement in undertakings in which the nature of the work does not prejudice the health of the employees and in special cases laid down by the competent labour inspection office	2 hours a day	—	50 %
COSTA RICA D 16 8 20	Possibility of overtime	—	The total daily hours shall not exceed 15, subject to proof that the health of the workers does not suffer thereby	25 % for the first 3 hours, minimum of 50 % for sub- sequent hours worked

	By agreement in writing			50%, for overtime between midnight and 5 a.m. and on Sundays
<b>EQUADOR</b> A 6 10 28		2 hours a day, 12 hours a week		
<b>ESTONIA</b> A 10 7 31	By agreement in case of need In exceptional cases where urgently required in the interests of the industry	2 hours a day and 75 hours a year An additional 100 hours a year	—	50%, Do
<b>FINLAND</b> A 27 11 17, A 14 8 18	In special circumstances or for exceptional reasons subject to the consent of the workers In cases of extreme urgency	24 hours in 2 weeks or 48 hours in 4 weeks according to industry 200 hours a year An additional 150 hours a year	—	50%, for the first 10 hours 100% for subsequent hours Do
<b>GERMANY</b> O 26 7 14	If an extension of normal working hours is provided for by collective rules At the choice of the employer	—	10 hours a day	25% Do
<b>HAITI</b> A 10 8 34 A 5 0 34	Possibility of overtime	—	—	—
<b>IRISH FREE STATE</b> A 14 2 36	Possibility of overtime, subject to certain restrictions concerning night work of women and young persons	2 hours a day, 12 hours a week, 36 hours in 4 weeks and 240 hours a year For young persons the corresponding figures are 2, 10, 30 and 200	—	25%
<b>JAPAN</b> A 20 3 23 (Women and young persons)	In exceptional emergencies resulting from unavoidable circumstances In cases of temporary emergency	On 4 consecutive days or 7 days in one month at most without authorisation, or for a specified period with the sanction of the administrative authorities Maximum of 2 hours a day on not more than 7 days a month	—	—
<b>LATVIA</b> A 24 1 22	By agreement between employers and workers	2 hours a day	—	—

(1) EXCEPTIONS FOR UNSPECIFIED REASONS (concluded)

Country and date of legislation	Conditions attached to the granting of the exception	Maximum duration		Increased rate of remuneration
		of the prolongation	of the daily or weekly working hours	
LITHUANIA A 30 11 19	In exceptional and urgent cases	—	—	—
MEXICO A 18 8 31	In special circumstances	3 hours a day, three times a week	—	—
NETHERLANDS D 17 9 30	If an undertaking is faced with exceptional circumstances	—	—	100 %
NEW ZEALAND A 6 2 22 A 8 6 36 (L.S., N 7 2)	Possibility of overtime subject to certain restrictions as regards women and young persons	—	11 hours a day, 62 hours a week	—
NORWAY A 19 6 36	In the State railway services at the discretion of the responsible authority	—	—	50 %
PHILIPPINE ISLANDS A 9 12 33 A 26 8 35	In cases of duly proved necessity	10 hours a week (15 for individual workers), 30 hours in 4 consecutive weeks	—	25 %
POLAND N 25 10 13	In cases of proved urgent necessity	—	12 hours a day, 72 hours a week	—
PORTUGAL L D 24 8 34	In cases of proved necessity if social and economic conditions allow	4 hours a day, 120 hours a year	—	25 % for the first 2 hours, 50 % for subsequent hours, and overtime at night and on Sundays and public holidays
SALVADOR A 13 6 28	In special cases and by agreement between employers and workers	—	—	50 %
SOUTH AFRICA A 8 5 18, A 5 6 71	By agreement between the parties concerned, subject to certain restric- tions with regard to women and young persons	—	—	Additional remuneration
		—	—	25 %

SPAIN D 17 31	By agreement in order to deal with cases of emergency  In undisputed cases of special necessity	50 hours a month, and 120 hours a year  50 hours a month, and 240 hours a year	—  —	25 % For time worked in excess of 10 hours a day and for overtime worked at night or on Sunday, 10 % 50 % for women subject to a maximum of 10 hours' work per day
SWEDEN A 16 50	The Labour Council may authorise an exception if it can be shown by the statements made by one or more workers' associations or in any other way that the great majority of the workers affected regard it as desirable, provided hours of work are not extended unreasonably In special circumstances In urgent cases	—  48 hours a month, 200 hours a year An additional 150 hours	—  — —	—  — —
SWITZERLAND A 27 6 19 Basle-Town A 8 4 20  Glarus A 6 5 23 as amended by A 5 5 29	In cases of duly proved necessity  In exceptional cases without official authorisation with official authorisation  In case of necessity authorisation by Communal Council authorisation by Executive Council	2 hours a day (except in urgent cases) on 80 days a year 1 hour a day and 26 hours a year 2 hours a day and 100 hours a year, 60 hours for women 4 hours a week for 5 weeks a year 4 hours a week for 20 weeks a year	—  —  —	25 %  25 %  25 %
VENEZUELA A 16 7 36	On application in writing by the management of an undertaking, the competent Labour Inspection authority may grant an exception	2 hours a day on not more than 100 days in the year	—	25 %
YUGOSLAVIA A 28 2 22	If the workers in an undertaking agree, decision to be taken by secret ballot subject to 2/3ths of the workers voting in favour	2 hours a day during 3 months a year (renewable) 1 hour a day in mines	—	50 %



# (2) EXCEPTIONS FOR SPECIFIED REASONS

## (a) Permanent Exceptions

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
ARGENTINA A 12 9 29 A 11 3 30	Preparatory or complementary work Intermittent work	—	To be fixed by regulations after consultation with the organisations concerned	—	50 %
	Preparatory or complementary work Seasonal Industries	Work in connection with getting up steam for machinery, or with in the factory Fruit canning, fruit drying and jam factories	—	—	100 % on Sundays and public holidays
AUSTRALIA Western Australia A 31 12 20  Tasmania A 13 1 11	Preparatory or complementary work	Work in connection with getting up steam for machinery or with in the factory	2 hours a day on 52 days a year (women and young persons)	—	50 %
	Preparatory or complementary work Intermittent work	Additional work to be performed before or after the ordinary work of the undertaking, e.g. cleaning, Porters, night watchmen, fire watchmen, persons employed in watching buildings and premises Coachmen, drivers, chauffeurs and all persons engaged in controlling and attending the means of transport Industries subject to seasonal influences For rural artisans' workshops (with not more than 3 assistants) during ploughing and harvest	1 hour a day  16 hours over a period of 2 weeks  60 days a year	—  —  10 hours a day 60 hours a week	25 %  25 %  —
AUSTRIA A 17 12 19 A 10 5 31	Preparatory or complementary work Intermittent work  Seasonal Industries				Hours of work in excess of 54 a week are paid for as overtime

BELGIUM A-14 6 21	Preparatory or complementary work  Intermittent work	Work which must be performed outside the ordinary working hours of the undertaking  —	2 hours a day  —	12 hours a day for persons living at their place of work 10 hours a day for others	25 % for the first two hours, 50 % for subsequent hours, 100 % on Sundays Do
CANADA Dominion A 5 7 35	Preparatory or complementary work Intermittent work Seasonal Industries	—	To be fixed by the Governor in Council by regulations	—	25 %
CHILE D 13 5 31	Intermittent work	Night watchmen, railway gangers, etc	—	12 hours a day with a rest period of not less than 1 hour	—
COLOMBIA D 20 4 34	Preparatory or complementary work  Intermittent work	Work which must necessarily be carried on outside the limits laid down for the general working of the undertaking —	To be determined by the General Labour Office after consultation with the organisations concerned	—  —	25 %  25 %
CZECHOSLOVAKIA A 19 12 18	Preparatory or complementary work  Intermittent work	Subsidiary operations necessarily preceding or following ordinary work, such as heating boilers, cleaning premises, handling over work to the next shift when continuous work is necessary Work of supervision and watching in public utility undertakings, subject to agreement approved by the Ministry of Labour, for work not occupying more than 6 hours a day	—  —  —	—   12 hours a day  —	Additional remuneration   —  Additional remuneration
DENMARK A 12 2 19 (continuous processes)	Seasonal Industries	In seasonal undertakings, or groups of such undertakings, in which work is continuous during not more than 4 months in the year	Fixed by the Minister of the Interior	—	—

(2) EXCEPTIONS FOR SPECIFIED REASONS (continued)

(a) *Permanent Exceptions* (continued)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
<b>ESTONIA</b> A 10 7 31	Preparatory or complementary work	Work of enginemen, stokers, workers employed in the maintenance of machinery, the supply of water and light and the cleaning of the premises in undertakings, if the general work of the undertaking depends thereon	—	—	50 %
<b>FINLAND</b> A 27 11 17 A 14 8 18	Seasonal industries	If, owing to the season, it is impossible to enforce the Act in practice	Fixed by resolution of the Senate, valid in each case for 1 year at most	—	—
<b>FRANCE</b> A 23 4 19 1 A 21 6 36 2	Preparatory or complementary work Intermittent work	The details vary according to the industry Watchmen, caretakers, chauffeurs, carters, storekeepers, the fire brigade, medical staff, office boys, pointsmen, etc	Varies according to the work and the industry Varies according to the worker's category and the industry	— —	— —
<b>GERMANY</b> O 26 7 34	Preparatory or complementary work  Intermittent work	Cleaning and maintenance work If necessary for the satisfactory working of the undertaking, work on which, for technical reasons, the resumption or maintenance of the working of the undertaking depends, preparatory and complementary work for which it is impossible to substitute other workers in the undertaking for the worker concerned and for which the employer cannot be expected to engage workers outside the establishment Work which usually and largely involves mere attendance	2 hours a day  —  Fixed by collective rules or by the Minister of Labour or by the Labour Trustee	—  —  —	—  25 %  —

GREECE D 27 6 32	Preparatory or complementary work	Enginemmen	1 hour a day	—	25 %
GUATEMALA D 30 4 26	Preparatory or complementary work	Work which must necessarily be carried on outside the normal hours of work of the undertaking	To be fixed by regulations issued by the Ministry of Development in consultation with the National Labour Department, which shall in turn procure the opinion of the parties concerned	—	—
	Intermittent work	—	—	—	—
INDIA A 20 8 34	Preparatory or complementary work	—	To be fixed by regulations made by the Local Government	—	—
	Intermittent work	—	—	—	—
ITALY A 15 3 23	Preparatory or complementary work	Work which must be performed outside the ordinary working hours of the undertaking	—	—	—
	Seasonal Industries	—	—	10 hours a day, 60 hours a week for a specified period, extension, possible by agreement	—
JAPAN A 29 3 23 (women and young persons)	Seasonal Industries	Special pressure of work	1 hour a day on 120 days a year at the most	—	—
	Seasonal Industries	—	—	—	—
LITHUANIA A 30 11 19, as amended 1925 and 1931	Preparatory or complementary work	Accessory work on which the regular working of the undertaking depends	—	—	—
	Intermittent work	Persons responsible for watching and fire protection, for minding boilers, motors and pumps, and for attending to the lighting, heating and water supply of the factory and workplace buildings	—	—	—

1 The amount of overtime is determined for each industry by the relevant public administrative regulations  
 2 The amount of overtime is determined for each industry by the relevant Decree fixing the methods of applying the Act.

(2) EXCEPTIONS FOR SPECIFIED REASONS (continued)

(a) Permanent Exceptions (continued)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
LUXEMBURG O. 30 3 32	Preparatory or complementary work Intermittent work	Work which must necessarily be carried on outside the normal working hours of the undertaking	To be determined by Ministerial Order Do	— —	— —
NETHERLANDS D 17 9 30	Preparatory or complementary work Intermittent work	To prepare workrooms, material, tools, power plant, appliances, furnaces, boilers or transmission apparatus for the general work of the undertaking before it begins, or to attend to, repair or install them before the general work of the undertaking begins, or after it ends, or during breaks Work consisting wholly or mainly of supervision	— —	12 hours a day, 72 hours a week  12 hours a day, 72 hours a week	— —
NEW ZEALAND A 6 2 22, A 8 6 36	Preparatory or complementary work Seasonal industries	Preparatory work heating of boilers, etc Fruit canning and jam factories	1 hour a day. 3 hours a day (women and young persons)	— —	50 %
NORWAY A. 19 6 36	Preparatory or complementary work Intermittent work Seasonal industries	Work which must be performed before and after normal working hours to ensure the satisfactory working of the undertaking  Undertakings which, in view of the nature of the product or for other reasons, need a longer period of employment at certain seasons of the year.	10 hours a week (15 for individual workers), 30 hours in 4 consecutive weeks — 30 hours in 4 consecutive weeks	—  10 hours a day at the most, —	—  25 %

POLAND N 25 10 33	Preparatory or complementary work	Work preceding or following productive work	To be determined for each category by regulations issued by the competent authority Do	—	—
RUMANIA A 9 4 28 D 30 1 29 A 10 10 32 D 19 12 32	Intermittent work	The work of watchmen in industrial undertakings and of persons employed in watching over raw materials and fittings in such establishments	—	—	—
	Preparatory or complementary work	Work which can only be performed before or after ordinary working hours heating of boilers, cleaning of workrooms, preparation of machinery for beginning operations in the factory at the hour for starting work, and other similar work	—	25 %	
SPAIN D 1 7 31	Intermittent work	Railway station or market porters, messengers, raftsmen, watchmen, coachmen and similar occupations	—	—	—
SWEDEN A 10 5 30	Preparatory or complementary work	Work on which the beginning or stoppage of other work depends	Time strictly necessary	—	—
	Preparatory or complementary work	Work which must be performed before or after the general working hours in order not to interfere with the carrying on of the undertaking	7 hours a week.	—	—
SWITZERLAND O 3 10 19	Preparatory or complementary work	Accessory work the working and upkeep of all plant which supplies the factory with ventilation, water, light, heat, steam or power, cleaning and maintenance operations in the workrooms	Time strictly necessary	—	—
	Intermittent work	Watchmen, caretakers, porters and messengers	(Average nightly rest period of 11 consecutive hours)	—	—
A 27 6 19	Seasonal industries <sup>1</sup>	—	Average nightly rest period of 11 consecutive hours	—	—
Basle-Town A 8 4 20	Intermittent work	Watchmen	—	60 hours a week	—
Glarus A 6 5 23	Preparatory or complementary work	Accessory work which must precede or follow the general work of the establishment	—	—	—

<sup>1</sup> The law provides for an extension of working hours by two a day on 80 days a year. This maximum may be exceeded in exceptional cases, if necessary, particularly in seasonal industries.

(2) EXCEPTIONS FOR SPECIFIED REASONS (continued)

(a) *Permanent Exceptions* (concluded)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
<b>TURKEY</b> Labour Law 8 6 36	Preparatory or complementary work Intermittent work	Work performed before or after the general working hours (cleaning of workshops) Discontinuous work timekeepers, caretakers, night watchmen	To be fixed by order		50 % for the first two hours, 100 % for subsequent hours and on rest days and public holidays
<b>U S S R</b> O 9 11 22	Seasonal industries	Work in branches of economic activity which are of a seasonal character	—	—	
<b>VENEZUELA</b> A 16 7 36	Intermittent work	Discontinuous work, or work involving mere attendance	—	12 hours a day with a rest period of not less than 1 hour	
<b>YUGOSLAVIA</b> A 28 2 22	Preparatory or complementary work Seasonal industries	Operations that must be carried out in every undertaking in order that work may begin and end at the fixed hours (cleaning of workshops, cleaning and maintenance of machinery) For undertakings in which work is confined to particular seasons of the year, and which are exposed to the influence of the weather	2 hours a day	—	50 %

(b) *Temporary Exceptions*

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
<b>ARGENTINA</b> A 12 9 39 D 11 3 30	Accidents, actual or threatened, urgent repairs to machinery or plant  In cases of <i>force majeure</i>	Urgent work to be done to the machinery, tools or plant	—	—	—

<p><b>AUSTRALIA</b>  <b>South Australia</b>  Industrial Code of  1920 as amended  (Women and  young persons)  Tasmania  A 13 1 11  Victoria  A 12 2 29  (Women and  young persons)  Western Australia  A 31 12 20</p>	<p>In cases of exceptional  pressure of work  For reasons connected  with the public or national  interest</p>	<p>—</p> <p>War or other emergency endan-  gering public safety</p>	<p>work in question can-  not be carried out  during the normal  working day</p> <p>—</p>	<p>—</p>	<p>50 %, 100 % on  Sundays and public  holidays</p>
<p><b>AUSTRALIA</b>  <b>South Australia</b>  Industrial Code of  1920 as amended  (Women and  young persons)  Tasmania  A 13 1 11  Victoria  A 12 2 29  (Women and  young persons)  Western Australia  A 31 12 20</p>	<p>In cases of exceptional  pressure of work</p> <p>In cases of exceptional  pressure of work</p> <p>In cases of exceptional  pressure of work</p> <p>In cases of exceptional  pressure of work</p> <p>In cases of exceptional  pressure of work</p>	<p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p>	<p>100 hours a year</p> <p>200 hours a year  (women and young  persons)  8 weeks</p> <p>2 hours a day on  52 days a year (wo-  men and young per-  sons)</p>	<p>55 hours a  week</p> <p>55 hours a  week</p> <p>57 hours a  week</p> <p>—</p>	<p>25 %</p> <p>25 %</p> <p>50 %</p> <p>50 %</p>
<p><b>AUSTRIA</b>  A 17 12 19  A 16 5 33</p>	<p>Accidents, actual or  threatened, urgent repairs  to machinery or plant  In cases of exceptional  pressure of work  To avoid serious inter-  ference with the working  of the undertaking</p>	<p>Unforeseen interruptions which  do not recur periodically</p> <p>—</p> <p>For certain classes of under-  takings, account being taken of  their special nature, and in parti-  cular for rural industries</p>	<p>—</p> <p>30 days a year</p> <p>—</p>	<p>—</p> <p>10 hours a  day</p> <p>—</p>	<p>25 %</p> <p>25 %</p> <p>—</p>
<p><b>BELGIUM</b>  A 1 1 6 31</p>	<p>Accidents, actual or  threatened, urgent repairs  to machinery or plant  To prevent deterioration  of perishable raw materials  Technical reasons  In cases of <i>force majeure</i>  In cases of exceptional  pressure of work</p>	<p>To cope with an accident, actual  or threatened, urgent repair of  machinery or plant  Industries or branches of indus-  try in which the materials used are  liable to very rapid deterioration  When the time needed to carry  out the work cannot be definitely  fixed owing to its nature  In cases of <i>force majeure</i> or un-  foreseen necessity, to prevent  serious interference with the normal  working of the undertaking  In cases of pressure of work due  to unforeseen circumstances</p>	<p>—</p> <p>To be fixed in each  case</p> <p>To be fixed in each  case</p> <p>—</p> <p>2 hours a day dur-  ing 3 months a year,  by agreement</p>	<p>—</p> <p>—</p> <p>—</p> <p>—</p> <p>—</p>	<p>25 % for the first  2 hours, 50 % for  subsequent hours  Do  Do  Do  Do</p>



(2) EXCEPTIONS FOR SPECIFIED REASONS (continued)

(b) *Temporary Exceptions* (continued)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration of the prolongation	of the daily or weekly working hours	Increased rate of remuneration
BRAZIL, D. 4,5,32	Accidents, actual or threatened; urgent repairs to machinery or plant to prevent deterioration of perishable raw materials Technical reasons In cases of <i>force majeure</i>	In the event of a compulsory interruption of work due to accidental causes. Work necessary to prevent the deterioration of raw materials or articles in course of manufacture Work necessary to avoid endangering the technical results of work, already begun In the event of a compulsory interruption of work due to <i>force majeure</i> .	2 hours a day during the time strictly necessary. " " 2 hours a day during the time strictly necessary.	12 hours a day. 12 hours a day. "	"to be fixed by agreement. Do. "
BULGARIA O 2,8 19	Accidents, actual or threatened; urgent repairs to machinery or plant	In exceptional or unforeseeable circumstances fire, explosion, breaking of machinery.	"	"	"
CANADA, DOMINION OF A 6,7,35.	Accidents, actual or threatened; urgent repairs to machinery or plant In cases of <i>force majeure</i> . In cases of exceptional pressure of work.	"	Time strictly necessary. Do. "to be fixed by the Governor in Council.	" " "	" " 25 %.
CHILE D. 11 6 31	Accidents, actual or threatened; urgent repairs to machinery or plant In cases of <i>force majeure</i> .	"	Time strictly necessary. Do.	" "	" "
COLOMBIA D 26 4,34	Accidents, actual or threatened; urgent repairs to machinery or plant. In cases of <i>force majeure</i> .	In case of accident or in case of urgent work to be done to machinery or plant of the undertaking.	Time strictly necessary. Do.	" "	25 %. 25 %.

In cases of exceptional pressure of work	In order that undertakings may deal with exceptional cases of pressure of work	To be fixed by consultations after consultation of the organizations concerned		Additional remarks
CZECHOSLOVAKIA A 19 12 18  Accidents, actual or threatened, urgent repairs to machinery or plant.  For reasons connected with the public or national interest	In the case of natural events or accidents  For repair work if life, health, or the public interest is at stake If increased production is necessary in the public interest or for other important reasons	2 hours a day during from 1 to 15 weeks  Time strictly necessary 2 hours a day during from 1 to 15 weeks	—  —	—  —
DENMARK A 12 2 19 (Continuous processes)	Accidents, actual or threatened, urgent repairs to machinery or plant Technical reasons In cases of <i>force majeure</i>	For necessary alterations or repairs  For carrying out specified work For work which must be carried on continuously, in cases of illness	—  —	—  —
DOMINICAN REPUBLIC A 21 6 35  Accidents, actual or threatened, urgent repairs to machinery or plant To prevent deterioration of perishable raw materials In cases of <i>force majeure</i> For reasons connected with the public or national interest	—  —  —	Time strictly necessary to avoid serious interference with the work of the undertaking  Do Do	10 hours a day, 58 hours a week	Normal wage for 2 hours in excess of normal working hours or a corresponding reduction in working hours on the following days at the choice of the workers
ECUADOR A 6 10 28  Accidents, actual or threatened, urgent repairs to machinery or plant In cases of <i>force majeure</i>  Economic reasons  For reasons connected with the public or national interest	Work necessary to avoid an impending accident  Work necessary to avoid serious injury to the undertaking, or in general in any fortuitous circumstances which must be dealt with immediately In the event of under-production rendering imminent a serious economic crisis In the event of internal disturbance, international war, or natural events endangering national safety	Time strictly necessary  Time strictly necessary  To be determined by the President of the Republic Do	—  —  —  —	—  —  —  —

(2) EXCEPTIONS FOR SPECIFIED REASONS (continued)  
(b) Temporary Exceptions (continued)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
EGYPT L-D 5 12 35	Accidents, actual or threatened, urgent repairs to machinery or plant to prevent deterioration of perishable raw materials	Work necessary to avoid an impending accident or to repair damage due to an accident	—	11 hours a day	25 %
	Accidents, actual or threatened, urgent repairs to machinery or plant to prevent deterioration of perishable raw materials	Work necessary to prevent certain loss of perishable materials	—	11 hours a day	25 %
ESTONIA A 10 7 31	Accidents, actual or threatened, urgent repairs to machinery or plant to prevent deterioration of perishable raw materials	Work necessary for the prevention of accidents, repairing and rectifying of machinery	—	—	50 %
	Technical reasons	If an interruption of the work would entail the deterioration of raw materials	—	—	50 %
	In cases of <i>force majeure</i>	Testing of machines and industrial equipment	—	—	50 %
		Work necessary in the raising and lowering of vessels in docks, in the loading and unloading of vessels and railway wagons, and in the repairing of vessels, if interruptions of traffic or exceptional damage	—	—	50 %
FINLAND A 27 11 17 A 14 8 18	Accidents, actual or threatened, urgent repairs to machinery or plant	Work in the case of natural events, accidents or other dangers	4 weeks	—	50 % for the first 2 hours, 100 % for subsequent hours
	Technical reasons	If, owing to the technical conditions of the work, it is impossible to enforce the Act in practice	To be fixed by resolution of the Senate, valid in each case for 1 year	—	—
FRANCE A 21 4 19	In cases of <i>force majeure</i>	If an interruption of the work may damage property, manufactured products or raw materials	4 weeks	—	50 % for the first 2 hours, 100 % for subsequent hours
	Accidents, actual or threatened, urgent repairs to machinery or plant	Work to prevent impending accidents, for salvage purposes, or to repair injuries to the machinery or plant or building of the undertaking	Unlimited extension on any one day at the choice of the employer, on subsequent days not more than 2 hours beyond	—	—

GERMANY O 26 7 34	To prevent deterioration of perishable raw materials	Technical reasons In cases of exceptional pressure of work	—	the limits fixed for the ordinary work of the undertaking	—
	For reasons connected with the public or national interest	Urgent work with which the undertaking has to deal (exceptional influx of work)	Do Do 1	Limits to be fixed by the competent Ministers	In accordance with collective agreements or local custom, not less than 25 % in industries subject to the Act of 21 6 25
	Accidents, actual or threatened, urgent repairs to machinery or plant	Work performed in the interest of a public service or in the interests of national safety or defence under an order from the Government certifying the need for the exception	—	10 hours a day (except in urgent cases)	For the industries subject to the Act of 21 6 25 to be fixed by the competent Minister with reference to the collective agreements and custom in force.
	To prevent deterioration of perishable raw materials	Interruptions of work due to natural causes, accidents, or other inevitable disturbances	—	—	25 %
	Technical reasons	Temporary work undertaken in emergencies or in exceptional circumstances independent of the control of the parties and which cannot be dealt with in any other way, in particular to preserve raw materials or foodstuffs, or prevent deterioration of the products	—	—	25 %
	In cases of <i>force majeure</i>	Work on which on certain days only a small number of workers over 16 years of age are employed and which, if not carried out, would compromise the success of the operations, and for which the employer cannot be required to make other arrangements	2 hours a day	—	—
	For economic reasons	Work of loading and unloading ships in ports, loading, unloading and shunting railway trucks, if overtime is worked in order to prevent congestion of traffic or the non-observance of the time-limit laid down	—	10 hours a day	25 %
	For reasons connected with the public or national interest	For general economic reasons, unless working hours are for these reasons specially prescribed by collective rules	—	More than 10 hours a day for a specified period	25 %

<sup>1</sup> Authorisation to make use of such overtime has been provisionally suspended in most of the industries still subject to the Act of 23 April 1919.

(2) EXCEPTIONS FOR SPECIFIED REASONS (continued)

(b) Temporary Exceptions (continued)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
GREECE D 27 6 32	Accidents, actual or threatened, urgent repairs to machinery or plant	Urgent work which must be carried out in order to prevent impending accidents, for salvage purposes, or to repair accidental injuries to the plant, equipment or buildings of the undertaking	Unlimited extension on the first day, on the following days, subject to a permit, provided the extension shall not be more than 2 hours in excess of the ordinary hours of work and shall not continue for longer than is necessary to avoid serious interference with the normal working of the undertaking	—	25 %
	In cases of <i>force majeure</i>	Do		—	25 %
	In cases of exceptional pressure of work	In cases of proved exceptional accumulation of work	2 hours a day except Saturdays, on 60 days in the year More than 2 hours a day on eves of holidays, provided that the total hours of work in excess of the 8-hour day do not exceed 120 hours in the year	—	25 %
GUATEMALA D 30 4 26	Accidents, actual or threatened, urgent repairs to machinery or plant	—	To be fixed by regulations	—	—
	In cases of exceptional pressure of work	—	Do	—	—
	For reasons connected with the public or national interest	Necessities of a national character	Do	—	—

for all work in excess of 10 hours a day or 60 hours a week, 50% in factories, other than seasonal factories, overtime is paid for at 75% above ordinary rate

10 hours a day; 60 hours a week during a specified period; prolongation possible by agreement

The exceptions to be fixed by rate agreed by the Local Government for 2 months

India to be fixed by the Minister of National Economy.

Exception allowed only in respect of specified processes and districts. Without authority 1/4 consecutive days or 7 days in one month. Exception allowed only in respect of specified processes and districts.

urgent repairs,

Repairs of equipment which cannot be done during the normal working hours without interfering with the working of the undertaking or causing danger to the workers.

If the stopping of the work at the normal hour would entail risk or damage to human beings or property in certain industries for reasons of public interest.

In the event of actual or impending disaster.

To prevent the loss of raw materials or substances liable to decomposition or deterioration.

In emergencies resulting from a natural calamity.

Accidents, actual or threatened; urgent repairs to machinery or plant.

Technical reasons.

In cases of exceptional pressure of work.

Accidents, actual or threatened; urgent repairs to machinery and plant.

Technical reasons.

In cases of force majeure.

For reasons connected with the public or national interest.

Accidents, actual or threatened; urgent repairs to machinery or plant.

To prevent deterioration of perishable raw materials.

In cases of force majeure.

INDIA  
A. 20.3.36.

FRANCE  
A. 16.3.33

JAPAN  
A. 20.3.24  
(Women and young persons.)



LUXEMBURG 1933	Accidents, actual or threatened, urgent repairs to machinery or plant. In cases of <i>force majeure</i> pressure of work	—	Time strictly necessary Do	—	—
MEXICO 1933	Accidents, actual or threatened, urgent repairs to machinery or plant	In the event of a catastrophe or of imminent danger imperilling the lives of workers or employers, or the very existence of the undertaking	—	—	—
NETHERLANDS 1933	In cases of exceptional pressure of work	—	—	11 hours a day, 62 hours a week	—
NORWAY 1933	Accidents, actual or threatened, urgent repairs to machinery or plant to prevent deterioration of perishable raw materials In cases of <i>force majeure</i>	When unforeseen events interfere or threaten to interfere with the regular working of the undertaking To prevent injury to raw materials or manufactured products When the unforeseen absence of certain workers interferes or threatens to interfere with the regular working of the undertaking	10 hours a week (15 for individual workers), 30 hours in 4 consecutive weeks Do Do Do Do	— — — —	25 % 25 % 25 % 25 %
PHILIPPINE ISLANDS 1933	In cases of exceptional pressure of work For reasons connected with the public or national interest	If required in the general interest	—	—	20 %
POLAND 1933	To avoid serious interference with the working of the undertaking Accidents, actual or threatened, urgent repairs to machinery or plant In cases of exceptional pressure of work	In the event of actual or imminent disasters or accidents, necessitating the prolongation of hours in order to maintain the safety of the workers, to ensure the undertaking against damage and to keep up its normal working hours as well as to prevent loss of materials or destruction of machinery	—	12 hours a day, except in the case of salvage work	25 % for the first 2 hours, 50 % for subsequent hours, and for overtime at night and on Sundays and public holidays



(continued)

(2) EXCEPTIONS FOR SPECIFIED REASONS (continued)  
(b) *Temporary Exceptions* (continued)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
POLAND (cont.)	Economic reasons	In cases of economic necessity	For specified periods, maximum one year	—	25 % for the first 2 hours, 50 % for subsequent hours, and for overtime at night and on Sundays and public holidays
	Accidents, actual or threatened, urgent repairs to machinery or plant	In cases of national necessity	Do	—	50 %
PORTUGAL L D. 24 8 34	Accidents, actual or threatened, urgent repairs to machinery or plant	In the event of serious accidents, to avoid grievous damage	—	—	50 %
	For reasons connected with the public or national interest	In exceptional circumstances if required in the public interest	—	—	—
RUMANIA A 9 4 28 D 30 1 29 A 10 10 32	Accidents, actual or threatened, urgent repairs to machinery or plant	Urgent work which is absolutely necessary to prevent an accident, or if an accident has occurred, to repair the damage caused and put the undertaking in a normal state of operation, urgent repairs to machinery	To apply only to staff strictly necessary	—	—
	In cases of force majeure	To avoid serious interference with the normal operation of the undertaking	3 months in the year	9 hours a day	25 %
SPAIN D 1 7 31	In cases of exceptional pressure of work	Work necessary to avert serious and imminent danger, or to remedy an accident which has occurred	—	10 hours a day (women)	25 %, time worked in excess of 10 hours 40 %, and for overtime at night and on Sundays 50 %
	Accidents, actual or threatened, urgent repairs to machinery or plant				

	In cases of <i>force majeure</i> To avoid serious interference with the working of the undertaking	Lack of suitable labour  In cases where experience has proved that it is impossible in practice to apply the 8-hour day	50 hours a month, 160 hours a year To be determined by the official joint bodies	Do
SWEDEN A 16 5 30	Accidents, actual or threatened, urgent repair to machinery or plant  To avoid serious interference with the working of the undertaking For reasons connected with the public or national interest	If any natural event or accident or other circumstances which could not be foreseen causes an interruption in the work of any undertaking or involves imminent danger of such interruption or of injury to life, health or property Work necessary to avoid serious disorganisation  For works of exceptional public importance	In so far as the circumstances require  Authorisation by Labour Council  Do	— — —
SWITZERLAND O 3 10 19	Accidents, actual or threatened, urgent repairs to machinery or plant Technical reasons Economic reasons  In cases of exceptional pressure of work  Technical reasons	Repairs of all kinds needed to prevent interference with the working of the factory, urgent structural repairs. Certain operations in specified industries When urgent reasons justify prolongation, in particular if the industry runs the risk of being unable to stand competition owing to the hours of work in other countries  If technical reasons render it necessary	Average minimum nightly rest of 11 consecutive hours  — —  52 hours a week. Authorisation by the Federal Council  —  2 hours a day on 80 days a year Extension subject to agreement  To be determined by the State Council	— — —  25 %  Some compensation in the way of lightening the work in some other manner, or equivalent remuneration, determined by the State Council after agreement with the parties concerned. Do
Basle-Town A 8 4 20	For reasons connected with the public or national interest	If considerations of public welfare render it necessary	Do	—

(2) EXCEPTIONS FOR SPECIFIED REASONS (concluded)

(b) Temporary Exceptions (concluded)

Country and date of legislation	Reasons for the exception	Nature of the exception	Maximum duration		Increased rate of remuneration
			of the prolongation	of the daily or weekly working hours	
TURKEY A 8 6 10	Accidents, actual or threatened, urgent repairs to machinery or plant	In the event of actual or imminent accidents, urgent repairs to machinery or tools	Time strictly necessary	—	For all time in excess of 1 hour payment of normal hourly rate Do 25 % to 50 %
	In cases of force majeure Economic reasons	In the economic interest of the country or with due regard to the nature of the work and the necessity to increase production beyond the ordinary output	Do 3 hours a day on 90 days in the year	—	Do 25 % to 50 %
	For reasons connected with the public or national interest	During the period of preparation for mobilisation, during the mobilisation itself in establishments working for the national defence	To the maximum capacity of the workers	—	In undertakings under the ministry of National Defence additional payment is made equivalent to the normal hourly rate, in other undertakings 25 % to 50 %
U.S.S.R. O 9 11 22	Accidents, actual or threatened, urgent repairs to machinery or plant	Temporary repairs and adjustment of machinery and apparatus if the defect entails the interruption of the work of a large number of workers	Included in the total of 120 hours in the year, 4 hours within 2 consecutive days	—	50 % for the first 2 hours, 100 % for subsequent hours and on rest days and public holidays Do
	Technical reasons	To complete work already begun and which it has proved impossible for technical reasons to finish during the normal hours of work, if the suspension of the work which has been begun would entail any damage to raw materials or machinery	Do	—	Do
	For reasons connected with the public or national interest	For the prevention of crises and dangers threatening the public welfare, performance of absolutely necessary work in the public interest in connection with the water supply, lighting, drainage, communications and the postal, tele-	Do	—	Do

		graph and telephone services, to remedy any incidental or unforeseen derangements of their working, for the performance of work absolutely necessary for the protection of the Republic			
VENEZUELA A 16 7 '46	Accidents actual or threatened, urgent repairs to machinery or plant  In cases of <i>force majeure</i>	—  —	Time strictly necessary to avoid serious disturbance in the normal working of the undertaking  —	25  25	
YUGOSLAVIA A 28 2 '22	To prevent deterioration of perishable raw materials In case of <i>force majeure</i>  In cases of exceptional pressure of work	In cases of absolute necessity to prevent the loss of raw materials In cases of <i>force majeure</i> or emergency for the purpose of remedying any disturbance in the normal working of the undertaking If pressure of work in an industry makes prolongation absolutely necessary	2 hours a day on 15 days a year  2 hours a day for 4 weeks renewable 2 times a year for 1/2 weeks each time)	30  50	—  —